

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Andhra Pradesh Shops and Establishment Act, 1988 - Exemption from the provisions of Sections 15, 16, 21, 23, 31 and in respect of Section 47 (1) (2) (3) and (4) of the Andhra Pradesh Shops and Establishments Act, 1988 to all Information Technology Enabled Services (ITES) and Information Technology Establishment in the State of Andhra Pradesh – for further period of five years with effect from the date of publication of Notification – Orders –Issued.

LABOUR FACTORIES BOILERS & INSURANCE MEDICAL SERVICES (LABOUR.I) DEPARTMENT

G.O.MS.No. 7

Dated: 25-03-2025

Read the following:-

1. G.OMs.No. 16, LET&F (Lab.II) Department, dated: 30-05-2002.
2. G.O.Ms.No.22, LET&F (Lab.IV) Department, dated: 21.06.2013.
3. From the Commissioner of Labour, AP, Vijayawada, Lr.No.1/2391881/2024, Dated.10/10/2024.

ORDER:

In the G.O. first read above, Information Technology Enabled Services and Information Technology Establishments were granted exemption from the provisions of Sections 15, 16, 21, 23, 31 and 47 (1) (2) (3) and (4) of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988) for a period of (5) years from 30-05-2002.

In the G.O. second read above, Information Technology Enabled Services and Information Technology Establishments were granted exemption from the provisions of Sections 15, 16, 21, 23, 31, and 47 (1) (2) (3) and (4) of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988 for a period of (5) years from 30.05.2013 subject to the conditions laid down therein and further amendments issued subsequently.

2. In the third reference read above, the Commissioner of Labour has requested for consideration of the request of NASSCOM for exemption to all the Information Technology Enabled Services (ITES) and IT Establishments in the State of Andhra Pradesh for a period of (5) years from the provisions of Sections 15, 16, 21, 23, 31, and 47 (1) (2) (3) and (4) of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988).

4. On the request of the Commissioner of Labour, Andhra Pradesh, Vijayawada, Government have decided to extend the exemption for a further period of five years to all the Information Technology Enabled Services (ITES) and IT Establishments in the State of Andhra Pradesh for a period of (5) years from the provisions of Sections 15, 16, 21, 23, 31, and 47 (1) (2) (3) and (4) of the Andhra

(P.T.O)

::2::

Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988) with effect from date of publication of Notification.

3. Accordingly, the following notification will be published in the Andhra Pradesh Gazette:

NOTIFICATION

In exercise of the power conferred by sub-section (4) of Section 73 of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988), the Government of Andhra Pradesh hereby exempts from the provisions of Sections 15, 16, 21, 23, 31 and sub-sections (1) (2) (3) and (4) of Section 47 of the Andhra Pradesh Shops and Establishments Act, 1988 to all Information Technology Enabled Services (ITES) and Information Technology Establishments in the State of Andhra Pradesh that are defined in G.O.Ms.No.5, Information Technology and Communication Department dated; 28.01.2002, for a further period of five years with effect from date of publication of Notification, subject to the following conditions namely:-

- a. Weekly working hours for an employee shall be 48 hours. For the work done beyond 48 hours, employee is entitled for overtime wages.
- b. Every employee shall be given a weekly off.
- c. The management is permitted to engage women employees during the night shift subject to provision of adequate security during the course of employment and to and from transport from their respective residences.
- d. Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
- e. Every employee shall be given a compensatory holiday in lieu of notified holidays, with wages under the provision to sub-section (2) of section 31 of the Andhra Pradesh Shops and Establishments Act 1988 if they work on notified holidays.
- f. The companies shall obtain bio-data of each driver and conduct pre- employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details such as driving license, photographs, address, telephone No/Mobile No. etc. of drivers shall be available with the respective companies.
- g. The schedule and route of the pick up and drop shall be decided by the supervisory officer of the company on every Monday (if Monday is holiday the next working day in a week). In case of exigencies change of drivers/routes/shifts shall be allowed only with the prior knowledge of supervisory officers/employees.

- h. The telephone number particularly mobile phone numbers and addresses of the women employee shall not be disclosed to unauthorized persons.
- i. Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
- j. It is desirable that the company shall provide security guards for night shift vehicles.
- k. The designated supervisors of the company shall randomly check the vehicle on various routes.
- l. Company shall have a control room/ travel desk for gps based vehicle movement monitoring ; and to have the vehicles registered under the VAHAN app besides ensuring that women employees have downloaded the security mobile app of the Police department the list of hired vehicles be shared with police Department easy vehicle movement monitoring for the safety of women employees.
- m. The boarding and alighting points be covered by the CC TVs installed by Police department or by the establishment itself.
- n. The time after / before which security should be provided to women employees for cab drop offs / pic ups should be specified suggested as before 6 am and after 8 pm.
- o. General exemption from maintenance of various statutory registers in hard copies and recognition of soft copy of Registers as sufficient compliance.
- p. The returns of employees shall be made online as directed by the LFB Department on the EODB / Industries department websites.
- q. The exemption granted in these orders may be revoked at any time for contravention of these conditions or any other reason without assigning any prior notice.

(BY ORDER IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**M.V. SESHAGIRI BABU
SECRETARY TO GOVERNMENT (FAC)**

To

The Commissioner of Printing, Stationery & Stores Purchase, Andhra Pradesh, Vijayawada with a request to publish in the A.P. Gazette and furnish 10 copies to Government and 25 copies to Commissioner of Labour, Andhra Pradesh, Vijayawada.

The Commissioner of Labour, Andhra Pradesh, Vijayawada

Copy to:

The Information Technology and Communications Department, Andhra Pradesh, Velagapudi.

SF/SC

//FORWARDED :: BY ORDER//

SECTION OFFICER